



## **Florida House of Representatives**

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## **HOUSE EDUCATION POLICY COUNCIL PASSES REFORMS TO REWARD EXCELLENT TEACHERS**

**TALLAHASSEE** – After 8 hours of debate and public testimony, the House Education Policy Council passed landmark legislation to bring about education reform to reward teachers for classroom excellence. House Bill (HB) 7189 passed by a vote of 12 to 5.

“The most important factor we can control in education is the quality of the teacher in the classroom,” stated Representative John Legg (R-Port Richey), sponsor of the measure. “Our common sense proposal works to make sure that every child has a quality teacher to help prepare them for careers in the global marketplace of the future. That means putting a greater emphasis on the basic building blocks of a successful education. Today Florida has taken an important step toward achieving our goal of rewarding the excellent teachers in Florida’s classrooms.”

HB 7189 does the following:

### **Evaluations:**

- Rewards our great teachers who prepare students in order to achieve learning gains. Education reform should always focus on our students’ learning.
  1. Requires administrators and non-classroom teachers to be evaluated on average student learning gains of students school-wide.
  2. Requiring at least half of the annual evaluation to be based on individual student progress, also called student learning gains, (essentially how much a student learns during the school year), starting in 2014 – 2015 school year. Currently, no data on student learning gains are required as part of a teacher or administrator evaluation.
  3. Allowing districts to use three consecutive years of data to measure learning gains.

(more)

4. Establishes more meaningful assessments based on four levels of performance – highly effective, effective, needs improvement and unsatisfactory– which will be defined by the Department of Education in collaboration with teachers and compensation experts.

**Compensation:**

- Requires school districts to adopt a salary schedule based upon the new 4-level evaluation system.
- Requires higher salaries for teachers and administrators who:
  - are assigned to a low-income or low-performing school (i.e., high need schools),
  - teach in subject that has a shortage of teachers such as math or science (i.e., high need subject areas), or are assigned additional academic responsibilities.
- Allows educational degrees to be considered in setting the salary schedule.
- Prohibits the use of years of service in setting the salary schedule; however, a district can provide raises based upon the “years of student progress” when determining pay.

**Contracts:**

- Makes no changes to tenure contracts for current teachers.
- Teachers who currently have tenure will maintain that status. Newly hired teachers will begin within a common sense evaluation system, which is based on classroom success, not on how long they’ve been in the system.

HB 7189 now moves to the House Floor.

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